



# SCHOOL SECURITY PROGRAM REVIEW

Public Comment Session #4  
February 25, 2015



# Why are We Here?

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- In 2013, the Enfield Board of Education and the Enfield Town Council Signed a Memorandum of Understanding Creating the School Security Partnership
- The Memorandum Ends the Security Program After Two Years Unless Both the Board of Education and the Town Council Decides to Renew the Partnership
- Following a Recent Meeting Between the Board of Education and Town Council, It was Decided that a Series of Public Comment Sessions Would be Held to Solicit Input from the Public Regarding the School Security Program and if It Should be Renewed for Another Term



# School Security Program Timeline

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School Security Committee (SSC) Created	Jan 3, 2013
Town Council Approves MOU	March 25, 2013
BOE Approves MOU	March 26, 2013
Council Approves MOUs with Non-Public Schools	July 1, 2013
School Year 1 Begins	September 2013
School Year 2 Begins	September 2014
Michael Dorn Site Assessment	September 2014
Joint BOE/Town Council Meeting to Review School Security Program per MOU	December 16, 2014

*Starting Shortly after the events of Newtown, the Town and BOE Staff worked to harden school facilities and explore the latest trends in school security.*

# Enfield Board of Education and Enfield Town Council School Security Committee

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Town Council		Board of Education
Greg Stokes		Tom Sirard
Carol Hall		Vinnie Grady
Cindy Mangini		Peter Jonatis

## Fire, Town, and School Staff

Ed Richards, Fire Chief

Chris Bromson, Public Safety Director

Dr. Jeff Schumann, Superintendent of Schools

Carl Sferrazza, Chief of Police

Chris Drezek, Deputy Superintendent of Schools

Fred Hall, Police Captain

Gary Harrison, Security Consultant

Matthew Coppler, Town Manager

# Memorandum of Understanding School Safety and Security Initiatives

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- Approved March 2013
- Allows for the placement of School Security Officers in all school facilities
- Assigns responsibility for oversight, funding, duties, responsibilities and certification of all SSOs
- Provides process for enhancement of security for school facilities
- Provides process for review and revision of safety protocols and emergency procedures in the schools

# Four Pillars of the Enfield School Security Program

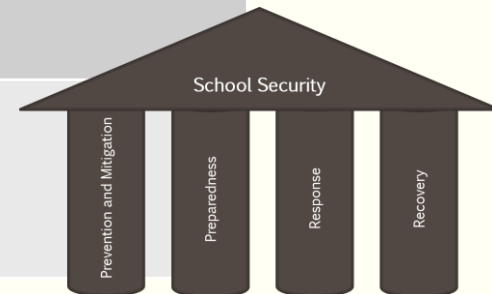
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# Prevention and Mitigation

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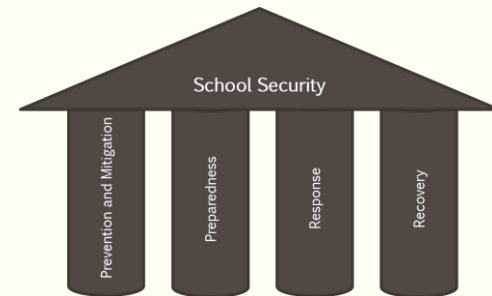
Bricks and Mortar	Human
Hardening of Access Points	Strengthening of Mental Health
Hardening of Interior Doorways and Classrooms	School Climate
Technology Enhancements to Improve Communications and Notifications	
Remote View Technology Enhancements	



# Preparedness

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- Limit Access with Intercom System
- Guest Identification/Sign in
- Review and Update of Procedures and Protocols

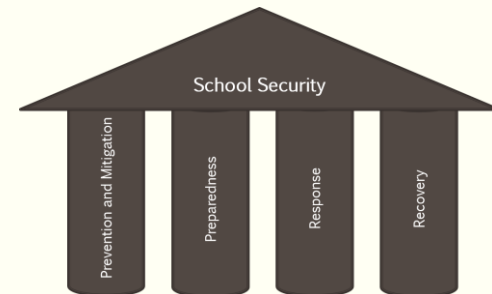




# Response

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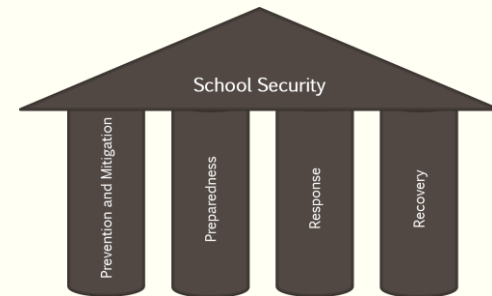
- School Security Officers
- Active Shooter Protocols by Enfield Police Department



# Recovery

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- Reunification Plan
- Crisis Intervention Team
- Communication Plan

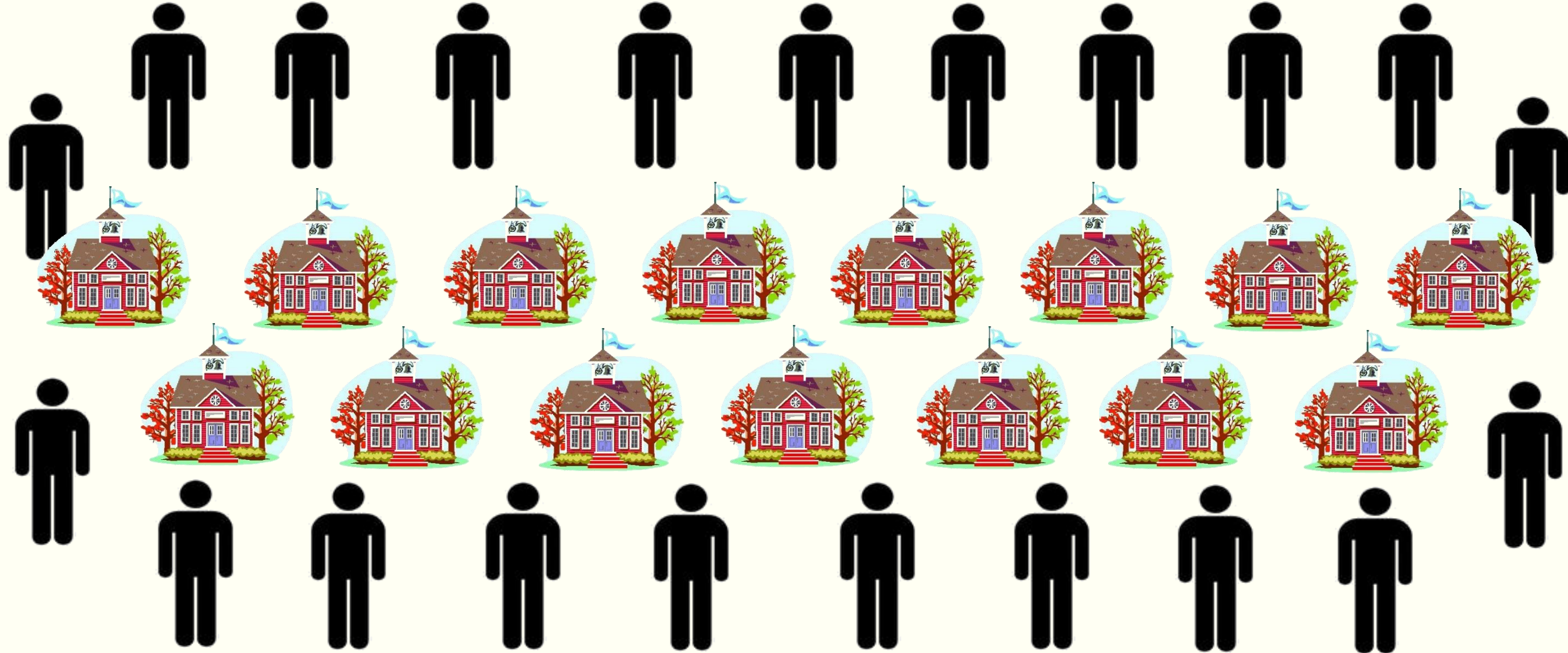


# School Security Officers (SSOs)

# 21 School Security Officers

## 15 Public and Non-public School Facilities

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# Experience

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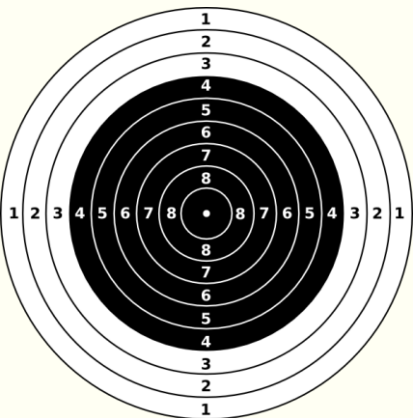
All SSOs are former law enforcement personnel that served in either Connecticut or Massachusetts

*(According to the Safe Havens International review, “In fact, these officers are more experienced, have more training and are better educated than the average sworn law enforcement officer in Connecticut.”)*



# Training

- Every SSO must pass firearms certification every year
- Every SSO must take State mandated 24 hour certification Training
- SSOs go through live fire scenario based simulations
- SSOs are integrated into the Enfield Police Department Active Shooter Protocols



# What the MOU Says About the SSOs

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- shall not conduct any search or seizure of the person or property of any student or any other individual at any time.
- SSOs shall have no role with respect to disciplinary action of students.
- SSOs shall not have any access to any student record information.
- the Board authorizes SSOs to carry firearms on school premises solely for the purpose of carrying out their duties and responsibilities.
- SSOs shall not store or leave a firearm unattended on the premises of any school at any time.
- SSOs may use force, including deadly force, only to the extent authorized by applicable federal and/or Connecticut laws.

# SSOs and SROs. . . What's the Difference?

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School Resource Officer	School Security Officer
Fully Certified Police Officer	Retired Career Law Enforcement Officer
Investigates Crimes	No search and seizure duties
Full Power of Arrest	No arrest power
Provides Security in School	Provides Security in School
Fully Armed	Fully Armed
Authorized to use deadly force per Sec 53a-19	Authorized to use deadly force per Sec 53a-19
Trained to P.O.S.T. firearm standards	Trained to P.O.S.T. firearm standards
Salary Plus Benefits \$93,715 annually	Salary 26.00 per hour no Benefits



# Activities of the School Security Officers

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- Security Functions
- Student Interactions
- Medical Assistance
- Cultural Impact
- Other Benefits

# Cost of School Security Program

All funding comes from the Town side budget

	Fiscal Year	Operational	Capital	Total
Actual	2012-2013	\$42,517	\$136,764	\$179,281
Actual	2013-2014	\$603,942	\$200,000	\$803,942
Budgeted	2014-2015	\$794,633	\$150,000	\$944,633

The Town of Enfield/Board of Education has also received two reimbursement grants from the State of Connecticut for security enhancements to school facilities:

	Grant A	Grant B
State Grant	\$295,043	\$342,720
Town Share	\$137,501	\$161,280

# Cost of School Security Program

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		Operational	Capital
Actual	2012-2013	\$42,517	\$136,764
Actual	2013-2014	\$603,942	\$200,000
Budgeted	2014-2015	\$794,633	\$150,000
Allocated	State Grants		\$637,763
	Total	\$1,441,092	\$1,124,527
		56%	44%

# Comparative Cost of School Security FY 2015

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P.O. Box 27390  
Macon, GA. 31221-7390  
Phone: 478-994-1417  
Fax: 404-759-2790  
[www.safehavensinternational.org](http://www.safehavensinternational.org)

## Evaluation Report of

School Security Officer Program, Pilot Security Upgrade, and  
Emergency Preparedness efforts at Enfield Public Schools,  
Connecticut

Prepared and signed by



Michael Dorn

Date: November 12, 2014

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# Safe Havens International

- Worked with State and Federal Agencies involved in youth safety and thousands of national, state, local and regional entities across the United States and in a number of foreign countries.
- Worked with more than two thousand schools, school systems and youth facilities.
- Authored and co-authored hundreds of articles and more than twenty books on school safety, including the most influential school safety publications in print today.
- Produced more school safety training videos than any other organization in the world. They are in use by more than 100,000 organizations in over 30 countries, including the FBI, FEMA, U.S. Secret Service, ATF, TSA, U.S. Department of Education, Texas Rangers, Israel Police and British intelligence and security services.
- Was directly involved with the development of the United States Department of Education safe school planning model and the emergency operations planning templates for use by more than 3,000 Boys and Girls Club facilities worldwide



# Findings of Safe Havens International

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- Analysts were impressed with caliber, philosophies, professionalism and obvious efforts of School Security Officers (SSO) at the Enfield Public Schools
- Enfield Public Schools are appropriately safe in relation to the costs of the SSO Program
- The current SSO Program is a cost-effective security approach for Enfield Public Schools
- Enfield Public School building administrators overwhelmingly wanted to continue to have SSOs at their buildings
- The Enfield Community has developed an excellent approach to suicide prevention using a multi-disciplinary model and a wide array of stakeholder organizations and personnel

# Findings of Safe Havens International cont.

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- Enfield Police Department, local fire, emergency management, and Enfield Public School Officials have made significant progress in developing a robust off-site family reunification plan since 2013
- Enfield Police Department and Enfield Public Schools have collaborated to make a series of upgrades at JFK and other schools since 2013
- Enfield Public School students are eager to learn more about safety at their schools

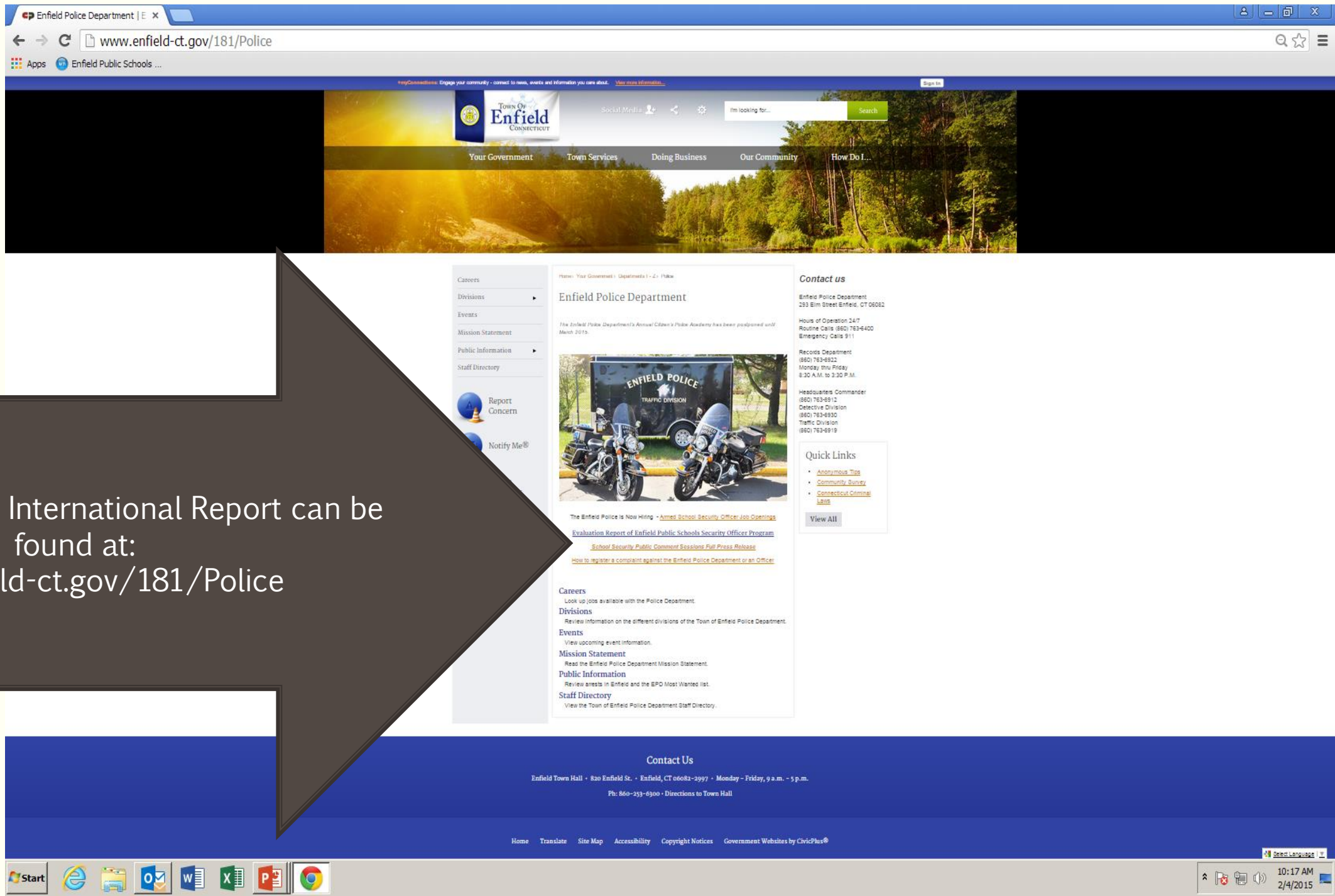


# Safe Havens International Recommendations

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- Communication between the Town Council, Board of Education, employees of the schools, and the community
- Increase the scope of work for the SSOs
- More training related to school safety, security and emergency preparedness measures and drills for Enfield Public School students
- Creation of an effective multi-disciplinary threat assessment process
- Updates are needed to the Districts Emergency Management Plan

Full Safe Havens International Report can be found at:  
[www.enfield-ct.gov/181/Police](http://www.enfield-ct.gov/181/Police)





THANK YOU!

Questions  
and  
Comments